

## AWARD RATES OF PAY INDEXES, AUSTRALIA, JANUARY 1995

*NOTE: Wage variations from enterprise bargaining awards and agreements are generally excluded from award rates of pay indexes. See paragraph 16 of the Explanatory Notes. Application of the \$8 "safety net" adjustments to the indexes are explained in paragraph 18 of the Explanatory Notes.*

### SUMMARY OF FINDINGS

#### Annual Movements (January 1994 to January 1995)

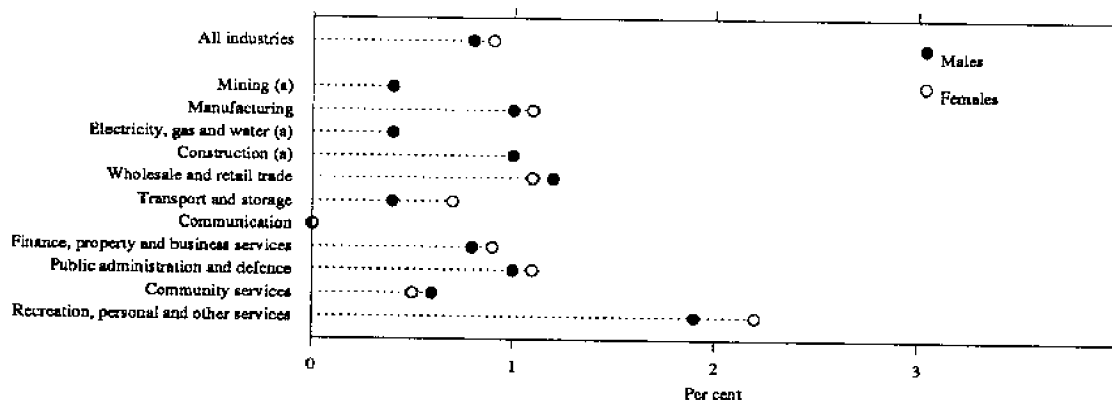
Over the 12 months to January 1995, the weekly award rates of pay index for full-time adult employees rose by 0.8 per cent. For full-time adult males and full-time adult females the indexes rose by 0.8 per cent and 0.9 per cent respectively.

The largest movements over the period for full-time adult females occurred in the Recreation, personal and other services industry (2.2%), and in the Manufacturing industry, the Wholesale and retail trade industry, and the Public

administration and defence industry (all 1.1%). For full-time adult males the largest movements occurred in the Recreation, personal and other services industry (1.9%), and in the Wholesale and retail trade industry (1.2%).

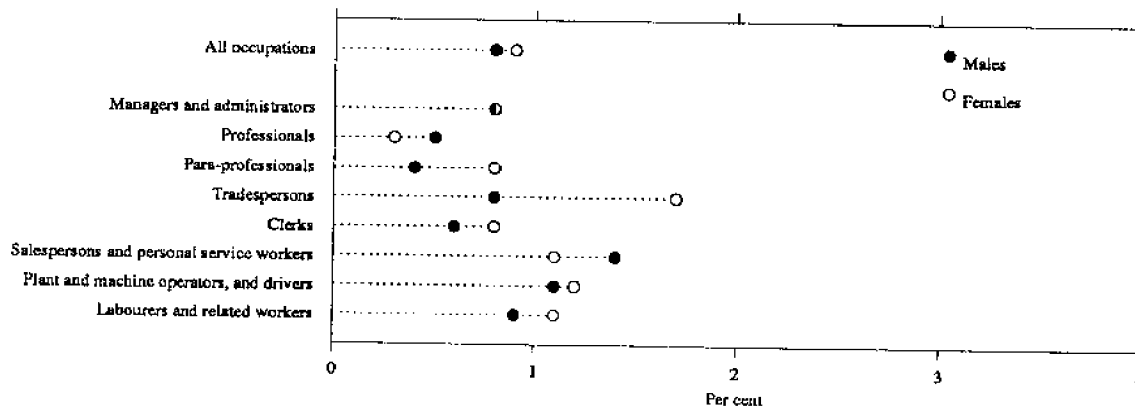
In terms of occupation groups, the largest increases for full-time adult females were for Tradespersons (1.7%), and for Plant and machine operators, and drivers (1.2%). For full-time adult males the largest increases were for Salespersons and personal service workers (1.4%), and for Plant and machine operators, and drivers (1.1%).

#### INDUSTRIES, FULL-TIME ADULT EMPLOYEES, PERCENTAGE CHANGE, TWELVE MONTHS TO JANUARY 1995



(a) Data not available for females in these industries.

#### OCCUPATIONS, FULL-TIME ADULT EMPLOYEES, PERCENTAGE CHANGE, TWELVE MONTHS TO JANUARY 1995



### INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Bruce McClelland on Canberra (06) 252 6581 or any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.

At the State level, the largest increases in the year to January 1995 for full-time adult females were in the Northern Territory (2.5%) and in Queensland (1.5%). For full-time adult males the largest increase was in the Northern Territory (1.8%).

**Monthly Movements (December 1994 to January 1995)**

For the period December 1994 to January 1995 the largest increase occurred for full-time adult males in Tasmania (0.6%).

**Effects of Wage Case Decisions**

Variations from the October 1993 "safety net" principle wage case are being applied to awards as they are ratified i.e. from December 1993.

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**NOTES**

The Award Rates of Pay Indexes are compiled from data obtained from wage fixing authorities, both Federal and State, relating to variations in prescribed award wages and hours.

Explanatory Notes are published at the back of this publication.

Users should note that revisions to indexes are made where award variations are retrospective, or when there is a delay in receipt of notification of variations. See paragraph 19 of the Explanatory Notes.

**TIM SKINNER**  
Acting Australian Statistician

TABLE 1. AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
BASE : JUNE 1985 = 100.0

Month	Weekly Series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1985 —						
June	100.0	100.0	100.0	100.0	100.0	100.0
1986 —						
June	103.8	104.2	104.0	103.9	104.3	104.0
1987 —						
June	109.7	110.4	109.9	109.8	110.9	110.2
1988 —						
June	114.8	115.3	114.9	115.0	116.3	115.4
1989 —						
June	122.4	123.8	122.9	123.0	125.4	123.7
1990 —						
June	130.3	131.7	130.7	131.0	133.4	131.8
1991 —						
June	133.4	135.6	134.1	134.5	137.5	135.4
1992 —						
June	138.0	140.1	138.7	139.1	142.1	140.0
1993 —						
January	138.9	141.0	139.5	140.0	142.9	140.9
February	138.9	141.0	139.6	140.1	142.9	141.0
March	139.0	141.2	139.7	140.2	143.1	141.1
April	139.1	141.3	139.8	140.2	143.2	141.2
May	139.1	141.4	139.8	140.3	143.3	141.2
June	139.2	141.5	139.9	140.3	143.4	141.3
July	139.2	141.5	139.9	140.4	143.5	141.3
August	139.4	141.6	140.1	140.6	143.5	141.5
September	139.4	141.6	140.1	140.6	143.6	141.6
October	139.4	141.6	140.1	140.7	143.6	141.6
November	139.5	141.7	140.2	140.7	143.7	141.6
December	140.1	142.3	140.8	141.4	144.4	142.3
1994 —						
January	140.2	142.6	140.9	141.5	144.7	142.5
February	140.4	142.7	141.1	141.6	144.8	142.6
March	140.6	143.0	141.4	141.9	145.1	142.9
April	140.8	143.2	141.5	142.0	145.3	143.1
May	141.0	143.3	141.7	142.3	145.5	143.3
June	141.1	143.5	141.8	142.4	145.6	143.3
July	141.1	143.5	141.9	142.4	145.6	143.4
August	141.1	143.6	141.9	142.4	145.7	143.4
September	141.2	143.6	141.9	142.5	145.7	143.5
October	141.3	143.7	142.0	142.5	145.8	143.6
November	141.3	143.8	142.1	142.6	145.9	143.6
December	141.3	143.8	142.1	142.6	146.0	143.7
1995 —						
January	141.4	143.8	142.1	142.7	146.0	143.7
Percentage change from corresponding month of previous year						
1994 —						
January	0.9	1.1	1.0	1.1	1.3	1.1
February	1.1	1.2	1.1	1.1	1.3	1.1
March	1.2	1.3	1.2	1.2	1.4	1.3
April	1.2	1.3	1.2	1.3	1.5	1.4
May	1.4	1.3	1.4	1.4	1.5	1.5
June	1.4	1.4	1.4	1.5	1.5	1.5
July	1.4	1.4	1.4	1.5	1.5	1.5
August	1.2	1.4	1.3	1.3	1.5	1.3
September	1.3	1.4	1.3	1.4	1.5	1.3
October	1.4	1.5	1.4	1.3	1.5	1.4
November	1.3	1.5	1.4	1.3	1.5	1.4
December	0.9	1.1	0.9	0.9	1.1	1.0
1995 —						
January	0.8	0.9	0.8	0.9	0.9	0.8

**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Industry	1994												1995
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>MALES</b>													
Mining	142.2	142.4	142.5	142.5	142.6	142.6	142.6	142.6	142.7	142.7	142.8	142.8	142.8
Manufacturing	142.9	143.1	143.2	143.4	144.1	144.2	144.3	144.3	144.3	144.3	144.3	144.4	144.4
Food, beverages and tobacco	139.8	140.1	140.2	140.9	141.2	141.2	141.4	141.4	141.5	141.5	141.5	141.6	141.6
Textiles; Clothing and footwear	154.2	154.2	154.3	154.7	154.9	154.9	155.0	155.0	155.0	155.0	155.0	155.0	155.0
Chemicals, petroleum, coal	137.1	137.6	137.9	138.2	138.5	138.5	138.5	138.6	138.6	138.6	138.6	138.6	138.6
Metal products, machinery and equipment	142.7	142.8	142.9	143.0	144.0	144.1	144.1	144.1	144.1	144.2	144.2	144.2	144.2
Basic metal products	139.5	139.5	139.5	139.6	140.0	140.1	140.1	140.1	140.1	140.2	140.2	140.2	140.2
Fabricated metal products; Other machinery and equipment	145.4	145.4	145.6	145.6	147.4	147.5	147.5	147.5	147.5	147.6	147.6	147.6	147.6
Transport equipment	141.7	141.7	141.8	141.8	142.4	142.5	142.5	142.5	142.6	142.6	142.6	142.6	142.6
Other manufacturing(a)	146.6	147.0	147.1	147.3	147.6	147.7	147.8	147.8	147.8	148.0	148.0	148.0	148.1
Construction	138.1	138.4	139.0	139.0	139.2	139.3	139.3	139.3	139.4	139.4	139.5	139.5	139.5
Wholesale and retail trade	146.8	147.0	147.3	147.8	147.9	148.1	148.1	148.3	148.5	148.5	148.5	148.5	148.6
Wholesale trade	143.8	144.1	144.2	144.5	144.8	144.9	144.9	145.2	145.4	145.4	145.4	145.5	145.5
Retail trade	149.5	149.7	150.1	150.6	150.7	150.9	150.9	151.0	151.2	151.3	151.3	151.3	151.3
Transport and storage	137.8	137.9	138.1	138.1	138.2	138.2	138.2	138.2	138.2	138.2	138.3	138.3	138.3
Finance, property and business services	137.1	137.2	137.5	137.6	137.7	137.7	137.7	137.7	137.7	138.1	138.1	138.1	138.1
Community services	138.7	138.7	138.9	138.9	138.9	138.9	139.0	139.0	139.0	139.1	139.3	139.3	139.5
All industries(b)	140.2	140.4	140.6	140.8	141.0	141.1	141.1	141.1	141.2	141.3	141.3	141.3	141.4
<b>FEMALES</b>													
Manufacturing	146.9	147.0	147.1	147.6	148.2	148.2	148.5	148.5	148.5	148.5	148.5	148.6	148.6
Food, beverages and tobacco	140.2	140.4	140.5	141.0	141.2	141.3	141.6	141.6	141.7	141.7	141.7	141.8	141.8
Textiles; Clothing and footwear	155.0	155.0	155.1	156.0	156.0	156.0	156.5	156.5	156.5	156.5	156.5	156.5	156.5
Metal products, machinery and equipment	145.6	145.6	145.6	145.7	147.2	147.3	147.3	147.3	147.3	147.3	147.3	147.3	147.3
Other manufacturing(a)	148.1	148.3	148.5	148.7	149.3	149.4	149.5	149.5	149.5	150.0	150.0	150.0	150.0
Wholesale and retail trade	145.6	145.7	146.3	146.7	146.7	147.1	147.1	147.1	147.1	147.1	147.1	147.2	147.2
Wholesale trade	143.2	143.3	143.6	143.8	143.9	144.2	144.3	144.3	144.3	144.3	144.3	144.3	144.3
Retail trade	146.8	147.0	147.7	148.2	148.2	148.6	148.6	148.6	148.6	148.6	148.6	148.6	148.6
Transport and storage	137.9	138.0	138.3	138.3	138.7	138.7	138.7	138.7	138.7	138.9	139.0	139.0	139.0
Finance, property and business services	138.2	138.2	138.3	138.5	138.7	138.8	138.8	138.8	138.8	139.2	139.2	139.4	139.4
Community services	142.5	142.5	142.7	142.8	142.8	142.8	142.8	142.9	143.0	143.1	143.2	143.2	143.2
All industries(b)	142.6	142.7	143.0	143.2	143.3	143.5	143.5	143.6	143.6	143.7	143.8	143.8	143.8
<b>PERSONS</b>													
Mining	142.1	142.4	142.4	142.4	142.5	142.6	142.6	142.6	142.6	142.6	142.7	142.7	142.7
Manufacturing	143.8	144.0	144.1	144.4	145.0	145.1	145.2	145.2	145.2	145.3	145.3	145.3	145.3
Food, beverages and tobacco	139.9	140.2	140.3	140.9	141.2	141.2	141.5	141.5	141.5	141.5	141.5	141.6	141.7
Textiles; Clothing and footwear	154.7	154.8	154.8	155.6	155.6	155.7	156.0	156.0	156.0	156.0	156.0	156.0	156.0
Chemicals, petroleum, coal	138.1	138.6	138.9	139.2	139.5	139.5	139.6	139.6	139.6	139.6	139.6	139.6	139.6
Metal products, machinery and equipment	143.1	143.2	143.3	143.4	144.5	144.6	144.6	144.6	144.6	144.6	144.6	144.6	144.6
Basic metal products	139.4	139.5	139.5	139.6	140.0	140.1	140.1	140.1	140.1	140.1	140.1	140.1	140.1
Fabricated metal products; Other machinery and equipment	145.4	145.4	145.6	145.6	147.3	147.5	147.5	147.5	147.5	147.5	147.5	147.5	147.5
Transport equipment	142.4	142.4	142.6	142.6	143.3	143.4	143.4	143.4	143.4	143.4	143.4	143.4	143.4
Other manufacturing(a)	146.9	147.2	147.4	147.5	147.9	148.0	148.1	148.1	148.1	148.3	148.4	148.4	148.4
Construction	138.2	138.5	139.0	139.1	139.3	139.4	139.4	139.4	139.4	139.5	139.6	139.6	139.6
Wholesale and retail trade	146.4	146.6	147.0	147.4	147.5	147.7	147.8	147.9	148.0	148.0	148.0	148.1	148.1
Wholesale trade	143.7	143.9	144.1	144.3	144.5	144.7	144.7	144.9	145.1	145.1	145.1	145.2	145.2
Retail trade	148.5	148.6	149.2	149.7	149.8	150.0	150.0	150.1	150.2	150.2	150.2	150.3	150.3
Transport and storage	137.8	138.0	138.1	138.1	138.2	138.2	138.3	138.3	138.3	138.3	138.4	138.4	138.4
Finance, property and business services	137.6	137.7	137.9	138.0	138.2	138.3	138.3	138.3	138.3	138.6	138.6	138.7	138.8
Community services	140.7	140.7	140.9	140.9	140.9	141.0	141.0	141.1	141.1	141.2	141.3	141.4	141.5
All industries(b)	140.9	141.1	141.4	141.5	141.7	141.8	141.9	141.9	141.9	142.0	142.1	142.1	142.1

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Occupation	1994												1995
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>MALES</b>													
Managers and administrators	136.7	136.8	137.1	137.2	137.3	137.4	137.4	137.4	137.4	137.5	137.6	137.6	137.7
Para-professionals	138.3	138.4	138.5	138.6	138.6	138.6	138.6	138.6	138.7	138.7	138.9	138.9	138.9
Engineering etc	135.9	136.0	136.3	136.3	136.5	136.5	136.5	136.5	136.5	136.5	136.6	136.6	136.6
Police	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.9	146.9	146.9
Other para-professionals	136.4	136.5	136.7	136.7	136.7	136.8	136.8	136.8	136.8	136.9	137.0	137.0	137.1
Tradespersons	141.8	141.8	142.1	142.2	142.7	142.7	142.7	142.8	142.8	142.9	142.9	142.9	142.9
Metal	142.4	142.5	142.6	142.7	143.7	143.8	143.8	143.8	143.8	143.9	143.9	143.9	143.9
Electrical and electronic	137.1	137.1	137.3	137.3	137.7	137.7	137.7	137.8	137.8	137.9	137.9	137.9	137.9
Building	139.7	139.8	140.2	140.2	140.3	140.5	140.5	140.5	140.5	140.5	140.6	140.6	140.6
Vehicle	149.7	149.8	150.0	150.1	150.4	150.4	150.4	150.4	150.5	150.5	150.5	150.5	150.5
Other	143.0	143.2	143.6	143.9	144.1	144.1	144.2	144.2	144.3	144.4	144.4	144.5	144.6
Clerks	137.7	137.8	138.2	138.3	138.3	138.3	138.3	138.4	138.4	138.5	138.6	138.6	138.6
Salespersons and personal service workers	142.5	142.8	143.2	143.7	143.8	143.9	143.9	143.9	144.2	144.3	144.4	144.5	144.5
Labourers and related workers	141.1	141.3	141.5	141.7	142.1	142.1	142.2	142.2	142.2	142.3	142.3	142.4	142.4
Trades assistants and factory hands	142.8	143.0	143.2	143.4	144.0	144.0	144.1	144.1	144.2	144.2	144.2	144.3	144.3
Construction and mining labourers	138.8	139.0	139.2	139.3	139.4	139.5	139.5	139.6	139.6	139.6	139.7	139.7	139.7
Other labourers	140.5	140.7	141.0	141.3	141.5	141.5	141.6	141.6	141.7	141.8	141.8	141.8	141.9
<i>All occupation groups</i>	<i>140.2</i>	<i>140.4</i>	<i>140.6</i>	<i>140.8</i>	<i>141.0</i>	<i>141.1</i>	<i>141.1</i>	<i>141.1</i>	<i>141.2</i>	<i>141.3</i>	<i>141.3</i>	<i>141.3</i>	<i>141.4</i>
<b>FEMALES</b>													
Managers and administrators	142.5	142.5	142.8	143.1	143.2	143.2	143.3	143.3	143.4	143.5	143.6	143.6	143.6
Para-professionals	147.3	147.4	147.6	147.7	147.7	147.7	147.7	147.8	148.0	148.4	148.5	148.5	148.5
Registered nurses	151.6	151.6	151.9	152.0	152.0	152.0	152.0	152.1	152.5	153.1	153.1	153.1	153.1
Other para-professionals	139.8	139.8	139.9	140.0	140.1	140.1	140.1	140.1	140.2	140.3	140.3	140.3	140.3
Tradespersons	143.9	144.6	144.9	145.3	145.7	145.7	145.8	145.8	145.8	146.3	146.3	146.3	146.3
Clerks	140.4	140.5	140.9	141.0	141.0	141.2	141.2	141.3	141.3	141.4	141.4	141.5	141.5
Stenographers	139.1	139.2	139.6	139.7	139.9	140.1	140.1	140.1	140.1	140.2	140.2	140.4	140.4
Receptionists	141.8	141.9	142.2	142.4	142.5	142.7	142.7	142.8	142.8	142.8	142.9	142.9	143.0
Salespersons and personal service workers	145.3	145.5	145.9	146.3	146.3	146.5	146.5	146.6	146.6	146.8	146.9	146.9	146.9
Labourers and related workers	140.6	140.7	141.0	141.2	141.7	141.8	141.9	142.0	142.0	142.1	142.2	142.2	142.2
Trades assistants and factory hands	145.1	145.2	145.4	145.7	146.9	146.9	147.1	147.1	147.1	147.2	147.2	147.2	147.2
Cleaners	131.7	131.7	132.1	132.3	132.3	132.3	132.4	132.6	132.6	132.6	132.7	132.7	132.7
Other labourers	140.1	140.2	140.5	140.8	140.9	140.9	141.0	141.2	141.3	141.3	141.4	141.4	141.4
<i>All occupation groups</i>	<i>142.6</i>	<i>142.7</i>	<i>143.0</i>	<i>143.2</i>	<i>143.3</i>	<i>143.5</i>	<i>143.5</i>	<i>143.6</i>	<i>143.6</i>	<i>143.7</i>	<i>143.8</i>	<i>143.8</i>	<i>143.8</i>
<b>PERSONS</b>													
Managers and administrators	137.9	138.0	138.2	138.4	138.5	138.6	138.6	138.6	138.6	138.7	138.8	138.8	138.9
Para-professionals	141.1	141.1	141.3	141.3	141.4	141.4	141.4	141.4	141.5	141.7	141.8	141.8	141.8
Engineering etc	135.8	136.0	136.2	136.2	136.4	136.4	136.4	136.4	136.4	136.4	136.5	136.5	136.5
Registered nurses	150.6	150.7	150.9	151.0	151.0	151.0	151.0	151.1	151.4	152.0	152.0	152.0	152.0
Police	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	147.0	147.0	147.0
Other para-professionals	136.2	136.3	136.5	136.5	136.6	136.6	136.6	136.6	136.6	136.7	136.8	136.8	136.9
Tradespersons	141.9	142.1	142.3	142.4	142.9	143.0	143.0	143.0	143.0	143.1	143.1	143.2	143.2
Metal	142.5	142.5	142.7	142.7	143.8	143.9	143.9	143.9	143.9	143.9	143.9	143.9	144.0
Electrical and electronic	137.3	137.3	137.4	137.4	137.8	137.8	137.8	137.9	137.9	138.0	138.0	138.0	138.0
Building	139.8	139.9	140.3	140.3	140.4	140.6	140.6	140.6	140.6	140.6	140.7	140.7	140.7
Vehicle	149.6	149.7	149.9	150.0	150.3	150.3	150.3	150.3	150.4	150.4	150.4	150.4	150.4
Clerks	139.3	139.3	139.8	139.8	139.9	140.0	140.0	140.1	140.1	140.2	140.2	140.3	140.3
Stenographers	138.9	139.0	139.4	139.5	139.6	139.8	139.8	139.9	139.9	139.9	139.9	140.2	140.2
Receptionists	140.5	140.5	141.0	141.1	141.1	141.3	141.3	141.4	141.4	141.5	141.5	141.5	141.6
Salespersons and personal service workers	143.9	144.1	144.5	144.9	145.0	145.2	145.2	145.2	145.4	145.5	145.6	145.7	145.7
Labourers and related workers	140.9	141.1	141.4	141.6	142.0	142.0	142.1	142.2	142.2	142.3	142.3	142.3	142.3
Trades assistants and factory hands	143.3	143.5	143.7	143.9	144.6	144.7	144.8	144.8	144.8	144.9	144.9	144.9	145.0
Construction and mining labourers	138.8	139.1	139.3	139.3	139.5	139.6	139.6	139.6	139.7	139.7	139.8	139.8	139.8
Cleaners	137.8	138.0	138.4	138.7	138.9	138.9	138.9	139.0	139.1	139.2	139.2	139.2	139.3
Other labourers	140.3	140.5	140.9	141.1	141.3	141.3	141.3	141.4	141.5	141.5	141.6	141.6	141.7
<i>All occupation groups</i>	<i>140.9</i>	<i>141.1</i>	<i>141.4</i>	<i>141.5</i>	<i>141.7</i>	<i>141.8</i>	<i>141.9</i>	<i>141.9</i>	<i>142.0</i>	<i>142.1</i>	<i>142.1</i>	<i>142.1</i>	<i>142.1</i>

TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES  
 FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA  
 BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
1994 —									
January	138.7	141.6	140.5	142.9	138.7	140.9	140.0	139.8	140.2
February	139.0	141.6	140.6	143.0	139.0	141.1	140.0	139.8	140.4
March	139.1	141.7	141.2	143.3	139.5	141.2	141.9	141.0	140.6
April	139.2	141.9	141.4	143.4	139.6	141.2	142.0	141.0	140.8
May	139.4	142.3	141.6	143.7	139.7	141.2	142.0	141.1	141.0
June	139.4	142.4	141.7	143.8	139.7	141.2	142.0	141.1	141.1
July	139.4	142.5	141.7	143.8	139.7	141.3	142.0	141.1	141.1
August	139.5	142.6	141.7	143.8	139.8	141.3	142.2	141.2	141.1
September	139.5	142.6	141.7	143.8	139.8	141.3	142.2	141.2	141.2
October	139.5	142.7	141.8	143.8	140.0	141.5	142.2	141.3	141.3
November	139.6	142.8	141.9	144.1	140.0	141.5	142.5	141.3	141.3
December	139.6	142.8	141.9	144.2	140.1	141.5	142.5	141.3	141.3
1995 —									
January	139.6	142.8	141.9	144.2	140.1	142.3	142.5	141.3	141.4
Annual change (%)	0.6	0.9	1.0	0.9	1.0	1.0	1.8	1.0	0.8
FEMALES									
1994 —									
January	141.9	143.7	141.8	144.8	141.4	142.0	142.6	140.9	142.6
February	142.0	143.7	141.9	144.9	141.8	142.5	142.8	140.9	142.7
March	142.2	143.8	142.8	145.0	142.2	142.6	145.7	141.8	143.0
April	142.2	144.3	143.0	145.0	142.8	142.6	145.8	141.8	143.2
May	142.3	144.5	143.0	145.2	142.8	142.6	146.0	141.8	143.3
June	142.3	144.6	143.6	145.3	142.8	142.6	146.0	141.8	143.5
July	142.3	144.6	143.7	145.3	142.9	142.9	146.0	141.9	143.5
August	142.3	144.8	143.7	145.3	142.9	142.9	146.1	141.9	143.6
September	142.3	144.9	143.7	145.3	142.9	142.9	146.1	141.9	143.6
October	142.4	145.0	143.9	145.5	143.1	143.2	146.1	142.1	143.7
November	142.5	145.0	143.9	145.8	143.2	143.2	146.3	142.1	143.8
December	142.5	145.1	143.9	145.9	143.2	143.2	146.3	142.1	143.8
1995 —									
January	142.5	145.1	143.9	145.9	143.2	143.3	146.3	142.1	143.8
Annual change (%)	0.4	1.0	1.5	0.8	1.3	0.9	2.5	0.9	0.9
PERSONS									
1994 —									
January	139.7	142.3	140.9	143.4	139.5	141.2	141.1	140.2	140.9
February	139.9	142.3	141.0	143.6	139.8	141.4	141.1	140.2	141.1
March	140.0	142.4	141.7	143.8	140.3	141.6	143.4	141.3	141.4
April	140.1	142.7	141.8	143.8	140.5	141.6	143.6	141.3	141.5
May	140.3	143.0	142.0	144.1	140.6	141.6	143.6	141.3	141.7
June	140.3	143.1	142.2	144.2	140.6	141.6	143.6	141.3	141.8
July	140.3	143.2	142.3	144.2	140.7	141.7	143.6	141.4	141.9
August	140.4	143.3	142.3	144.2	140.7	141.7	143.7	141.4	141.9
September	140.4	143.4	142.3	144.2	140.7	141.7	143.7	141.4	141.9
October	140.4	143.5	142.4	144.3	141.0	141.9	143.8	141.5	142.0
November	140.5	143.5	142.5	144.6	141.0	142.0	144.0	141.5	142.1
December	140.5	143.5	142.5	144.7	141.0	142.0	144.0	141.5	142.1
1995 —									
January	140.5	143.6	142.5	144.7	141.0	142.6	144.0	141.5	142.1
Annual change (%)	0.6	0.9	1.2	0.9	1.1	1.0	2.1	1.0	0.8

**TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE JANUARY 1994 TO JANUARY 1995**  
**BASE : JUNE 1985 = 100.0**

Industry	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Mining	0.2	0.8	0.5	1.3	0.1	0.0	2.4	..	0.4
Manufacturing	0.9	1.2	1.5	0.9	0.6	0.2	1.5	1.1	1.0
Electricity, gas and water	0.1	0.4	1.1	0.4	1.1	0.2	1.4	1.5	0.4
Construction	0.9	1.0	0.8	2.8	0.5	0.2	1.1	0.9	1.0
Wholesale and retail trade	0.8	1.1	1.8	0.9	1.7	1.7	0.6	1.8	1.2
Transport and storage	0.4	0.4	0.3	0.3	0.2	0.4	0.5	1.4	0.4
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	0.8	0.7	1.4	0.3	0.5	0.3	0.4	0.8	0.8
Public administration and defence(a)	0.4	0.5	0.9	0.9	3.2	1.2	2.8	1.5	1.0
Community services	0.2	0.5	0.7	1.0	0.3	3.7	2.2	0.4	0.6
Recreation, personal and other services	2.5	1.5	0.9	1.3	4.1	0.4	5.6	0.7	1.9
All industries(b)	0.6	0.9	1.0	0.9	1.0	1.0	1.8	1.0	0.8
<b>FEMALES</b>									
Manufacturing	0.8	1.2	1.9	0.9	1.6	1.8	0.3	1.1	1.1
Wholesale and retail trade	0.3	1.1	2.7	0.6	1.9	2.3	2.6	0.5	1.1
Transport and storage	0.8	0.4	1.1	0.5	1.0	1.0	1.3	0.6	0.7
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	0.3	1.5	1.6	0.3	1.0	0.5	1.7	0.3	0.9
Public administration and defence(a)	0.7	0.8	1.1	1.4	1.5	1.1	1.9	1.5	1.1
Community services	0.1	0.6	0.9	0.9	0.6	0.4	3.2	0.5	0.5
Recreation, personal and other services	2.1	1.8	2.2	0.8	4.3	1.9	1.3	0.2	2.2
All industries(b)	0.4	1.0	1.5	0.8	1.3	0.9	2.5	0.9	0.9

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE JANUARY 1994 TO JANUARY 1995**  
**BASE : JUNE 1985 = 100.0**

Occupation	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Managers and administrators	0.5	0.8	0.6	0.9	0.8	2.3	2.1	1.1	0.8
Professionals	0.3	0.7	0.2	1.3	0.1	0.2	3.4	0.7	0.5
Para-professionals	0.2	0.4	0.6	0.7	0.3	0.5	1.7	0.7	0.4
Tradespersons	0.5	1.0	1.2	0.7	0.9	0.3	1.2	1.1	0.8
Clerks	0.5	0.5	0.7	0.8	0.7	0.6	0.8	1.3	0.6
Salespersons and personal service workers	1.3	1.2	1.7	1.1	2.3	1.7	2.5	1.8	1.4
Plant and machine operators, and drivers	0.9	0.9	0.9	1.3	1.5	2.6	2.0	1.3	1.1
Labourers and related workers	0.8	1.0	1.3	0.7	1.1	0.5	3.0	0.8	0.9
All occupation groups	0.6	0.9	1.0	0.9	1.0	1.0	1.8	1.0	0.8
<b>FEMALES</b>									
Managers and administrators	0.3	1.1	1.5	0.4	1.1	0.9	2.5	1.3	0.8
Professionals	0.1	0.3	0.3	0.5	0.1	0.1	3.8	0.3	0.3
Para-professionals	0.1	1.0	0.9	1.0	0.9	1.3	3.5	1.0	0.8
Tradespersons	1.1	1.2	2.8	1.2	5.3	2.6	0.5	0.7	1.7
Clerks	0.3	0.7	1.6	0.5	1.2	0.9	1.6	1.1	0.8
Salespersons and personal service workers	0.4	1.5	1.7	1.2	1.9	1.5	2.5	0.7	1.1
Plant and machine operators, and drivers	0.8	1.4	1.4	0.8	1.0	1.0	1.1	0.5	1.2
Labourers and related workers	0.8	1.5	1.2	1.2	1.3	0.7	2.4	0.7	1.1
All occupation groups	0.4	1.0	1.5	0.8	1.3	0.9	2.5	0.9	0.9

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1994		1995		1994		1995		1994		1995	
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
<b>MALES</b>												
Mining	147.4	147.7	147.7	147.7	135.7	136.8	136.8	136.8	144.1	144.8	144.8	144.8
Manufacturing	140.5	141.7	141.7	141.7	145.1	146.7	146.8	146.8	141.2	143.3	143.3	143.3
Food, beverages and tobacco	140.1	141.6	141.6	141.6	138.8	140.6	140.9	140.9	139.2	141.2	141.2	141.2
Textiles; Clothing and footwear	161.4	162.3	162.3	162.3	151.7	152.5	152.5	152.5	155.6	156.7	156.7	156.7
Chemicals, petroleum, coal	133.1	134.9	134.9	134.9	141.8	143.1	143.1	143.1	137.6	138.9	138.9	138.9
Metal products, machinery and equipment	139.3	140.3	140.3	140.3	145.7	147.4	147.4	147.4	144.8	147.2	147.2	147.2
Basic metal products	133.8	134.0	134.0	134.0	149.7	150.9	150.9	150.9	135.2	136.7	136.7	136.7
Fabricated metal products; Other machinery and equipment	142.4	144.1	144.1	144.1	148.4	151.0	151.0	151.0	146.6	149.8	149.8	149.9
Transport equipment	139.6	140.5	140.5	140.5	142.6	143.7	143.7	143.7	146.7	147.7	147.7	147.7
Other manufacturing(a)	144.3	146.2	146.2	146.3	151.8	153.1	153.1	153.3	136.6	138.2	138.2	138.2
Construction	135.3	136.6	136.6	136.6	139.1	140.5	140.5	140.5	138.9	139.9	139.9	139.9
Wholesale and retail trade	147.4	148.6	148.6	148.6	149.0	150.6	150.6	150.7	143.1	145.6	145.6	145.6
Wholesale trade	142.6	144.2	144.2	144.2	146.4	147.9	147.9	148.0	140.9	143.4	143.4	143.4
Retail trade	152.6	153.3	153.3	153.3	151.4	153.2	153.2	153.2	144.6	147.1	147.1	147.2
Transport and storage	133.9	134.4	134.4	134.4	138.7	139.2	139.2	139.2	143.4	143.9	143.9	143.9
Finance, property and business services	136.8	137.8	137.8	137.8	138.0	138.9	139.0	139.0	137.3	139.1	139.1	139.3
Community services	138.0	138.2	138.2	138.2	137.8	138.5	138.5	138.5	138.6	139.5	139.5	139.6
All industries(b)	138.7	139.6	139.6	139.6	141.6	142.8	142.8	142.8	140.5	141.9	141.9	141.9
<b>FEMALES</b>												
Manufacturing	144.6	145.7	145.7	145.7	149.3	151.0	151.1	151.1	145.2	148.0	148.0	148.0
Food, beverages and tobacco	138.8	139.7	139.7	139.7	141.6	143.7	143.8	143.8	142.3	144.5	144.5	144.5
Textiles; Clothing and footwear	160.9	161.7	161.7	161.7	152.6	154.2	154.2	154.2	158.0	160.4	160.4	160.4
Metal products, machinery and equipment	141.8	143.1	143.1	143.1	148.3	150.1	150.1	150.1	141.5	145.2	145.2	145.2
Other manufacturing(a)	144.7	146.2	146.2	146.2	153.4	155.2	155.2	155.2	140.5	143.7	143.7	143.7
Wholesale and retail trade	144.9	145.2	145.3	145.3	146.8	148.4	148.4	148.4	144.5	148.4	148.4	148.5
Wholesale trade	141.5	142.1	142.1	142.1	145.5	146.1	146.1	146.1	141.9	146.1	146.1	146.1
Retail trade	147.7	147.9	147.9	147.9	147.4	149.5	149.5	149.5	145.4	149.3	149.3	149.3
Transport and storage	135.1	136.2	136.2	136.2	141.0	141.6	141.6	141.6	139.1	140.6	140.6	140.6
Finance, property and business services	135.6	136.1	136.1	136.1	139.5	140.7	141.5	141.5	140.9	143.2	143.2	143.2
Community services	143.8	144.0	144.0	144.0	142.4	143.2	143.2	143.2	140.1	141.4	141.4	141.4
All industries(b)	141.9	142.5	142.5	142.5	143.7	145.0	145.1	145.1	141.8	143.9	143.9	143.9
<b>PERSONS</b>												
Mining	147.1	147.4	147.4	147.4	136.1	137.1	137.1	137.1	143.9	144.6	144.6	144.6
Manufacturing	141.3	142.5	142.5	142.5	146.2	147.9	147.9	148.0	141.9	144.0	144.0	144.1
Food, beverages and tobacco	139.8	141.1	141.1	141.1	139.3	141.2	141.5	141.5	139.7	141.8	141.8	141.8
Textiles; Clothing and footwear	161.1	161.9	161.9	161.9	152.3	153.6	153.6	153.6	157.2	159.2	159.2	159.2
Chemicals, petroleum, coal	134.8	136.6	136.6	136.6	141.9	143.3	143.3	143.3	138.1	139.8	139.8	139.8
Metal products, machinery and equipment	139.6	140.7	140.7	140.7	146.2	147.9	147.9	147.9	144.6	147.0	147.0	147.1
Basic metal products	133.5	133.7	133.7	133.7	149.5	150.7	150.7	150.7	135.5	137.2	137.2	137.2
Fabricated metal products; Other machinery and equipment	142.6	144.3	144.3	144.3	148.4	150.8	150.8	150.8	146.2	149.4	149.4	149.5
Transport equipment	139.7	140.6	140.6	140.6	143.7	144.8	144.8	144.8	146.6	147.7	147.7	147.7
Other manufacturing(a)	144.4	146.2	146.2	146.3	152.1	153.5	153.5	153.7	137.1	138.9	138.9	138.9
Construction	135.6	136.9	136.9	136.9	138.9	140.3	140.3	140.3	139.0	140.1	140.1	140.1
Wholesale and retail trade	146.5	147.4	147.4	147.4	148.3	149.9	149.9	149.9	143.5	146.5	146.5	146.5
Wholesale trade	142.2	143.5	143.5	143.5	146.2	147.4	147.4	147.5	141.1	144.0	144.0	144.0
Retail trade	150.7	151.2	151.2	151.2	149.9	151.8	151.8	151.8	144.9	147.9	147.9	147.9
Transport and storage	134.0	134.7	134.7	134.7	139.0	139.5	139.5	139.5	143.1	143.6	143.6	143.6
Finance, property and business services	136.2	137.0	137.0	137.0	138.8	139.9	140.4	140.4	139.0	141.1	141.1	141.1
Community services	141.1	141.4	141.4	141.4	140.2	141.0	141.0	141.0	139.4	140.5	140.5	140.5
All industries(b)	139.7	140.5	140.5	140.5	142.3	143.5	143.5	143.6	140.9	142.5	142.5	142.5

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE: JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1994			1995	1994			1995	1994			1995
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
<b>MALES</b>												
Mining	137.2	139.0	139.0	139.0	134.9	135.0	135.0	135.0	137.7	137.7	137.7	137.7
Manufacturing	146.1	147.4	147.4	147.4	141.6	142.4	142.5	142.5	147.1	147.4	147.4	147.4
Food, beverages and tobacco	148.9	149.7	149.7	149.7	137.2	139.2	139.2	139.2	140.7	141.5	141.5	141.6
Textiles; Clothing and footwear	155.9	156.1	156.1	156.1	163.9	163.9	163.9	163.9	151.6	151.7	151.7	151.7
Chemicals, petroleum, coal	160.1	160.1	160.1	160.1	136.2	136.3	136.4	136.4	139.5	139.6	139.6	139.6
Metal products, machinery and equipment	143.8	145.3	145.3	145.3	144.4	144.6	144.6	144.6	143.4	143.8	143.8	143.8
Basic metal products	145.3	147.2	147.2	147.2	145.3	145.3	145.3	145.3	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.2	150.8	150.8	150.8	146.1	146.5	146.6	146.6	136.5	137.9	137.9	137.9
Transport equipment	140.4	141.0	141.0	141.0	138.2	138.3	138.3	138.3	150.5	152.6	152.6	152.6
Other manufacturing(a)	149.5	150.9	150.9	150.9	141.8	142.8	142.8	142.8	159.8	159.8	159.8	159.8
Construction	141.1	145.0	145.0	145.0	140.5	141.1	141.1	141.1	142.4	142.7	142.7	142.7
Wholesale and retail trade	151.2	152.5	152.6	152.6	142.3	144.3	144.7	144.7	137.7	140.0	140.0	140.0
Wholesale trade	147.1	147.5	147.7	147.7	141.8	143.1	143.6	143.6	137.9	139.7	139.7	139.7
Retail trade	155.5	157.8	157.8	157.8	142.6	145.0	145.3	145.3	137.5	140.2	140.2	140.2
Transport and storage	141.3	141.7	141.7	141.7	139.1	139.4	139.4	139.4	138.6	139.1	139.1	139.1
Finance, property and business services	138.5	138.9	138.9	138.9	134.3	134.9	135.0	135.0	136.9	137.2	137.2	137.2
Community services	141.0	141.8	142.4	142.4	139.0	139.5	139.5	139.5	139.1	139.7	139.7	144.3
All industries(b)	142.9	144.1	144.2	144.2	138.7	140.0	140.1	140.1	140.9	141.5	141.5	142.3
<b>FEMALES</b>												
Manufacturing	146.8	148.1	148.1	148.1	144.1	146.4	146.4	146.4	144.4	147.0	147.0	147.0
Food, beverages and tobacco	140.9	141.3	141.3	141.3	137.0	140.5	140.6	140.6	137.1	141.6	141.6	141.6
Textiles; Clothing and footwear	160.1	161.4	161.4	161.4	161.0	162.1	162.1	162.1	158.5	158.8	158.8	158.8
Metal products, machinery and equipment	149.2	151.3	151.3	151.3	144.0	146.2	146.2	146.2	147.9	150.3	150.3	150.3
Other manufacturing(a)	148.2	149.9	149.9	149.9	143.1	145.7	145.9	145.9	...	...	...	...
Wholesale and retail trade	148.3	149.3	149.3	149.3	146.0	148.8	148.9	148.9	136.2	139.3	139.3	139.3
Wholesale trade	149.7	149.7	149.7	149.7	141.3	144.1	144.5	144.5	137.4	140.6	140.6	140.6
Retail trade	147.8	149.1	149.1	149.1	147.3	150.1	150.1	150.1	135.9	139.1	139.1	139.1
Transport and storage	141.9	142.6	142.6	142.6	141.1	142.5	142.5	142.5	138.2	139.6	139.6	139.6
Finance, property and business services	144.6	145.0	145.0	145.0	136.4	137.8	137.8	137.8	139.4	140.1	140.1	140.1
Community services	143.3	144.3	144.6	144.6	140.9	141.8	141.8	141.8	142.1	142.7	142.7	142.7
All industries(b)	144.8	145.8	145.9	145.9	141.4	143.2	143.2	143.2	142.0	143.2	143.2	143.3
<b>PERSONS</b>												
Mining	138.5	140.4	140.4	140.4	134.8	134.9	134.9	134.9	137.7	137.7	137.7	137.7
Manufacturing	146.3	147.6	147.6	147.6	142.0	143.1	143.1	143.1	146.8	147.4	147.4	147.4
Food, beverages and tobacco	145.2	145.9	145.9	145.9	137.2	139.4	139.4	139.4	139.8	141.5	141.5	141.6
Textiles; Clothing and footwear	158.9	159.9	159.9	159.9	161.1	162.2	162.2	162.2	154.2	154.4	154.4	154.4
Chemicals, petroleum, coal	154.7	154.7	154.7	154.7	136.2	136.4	136.5	136.5	139.5	139.6	139.6	139.6
Metal products, machinery and equipment	144.7	146.3	146.3	146.3	144.3	144.7	144.7	144.7	143.5	143.9	143.9	143.9
Basic metal products	145.7	147.6	147.6	147.6	145.1	145.2	145.2	145.2	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.4	151.0	151.0	151.0	146.0	146.7	146.7	146.7	136.5	137.9	137.9	137.9
Transport equipment	141.8	142.6	142.6	142.6	138.3	138.5	138.6	138.6	150.1	152.2	152.2	152.2
Other manufacturing(a)	149.2	150.7	150.7	150.7	141.9	143.0	143.0	143.0	159.8	159.8	159.8	159.8
Construction	141.2	145.0	145.0	145.0	140.5	141.2	141.2	141.2	142.4	142.6	142.6	142.6
Wholesale and retail trade	150.2	151.4	151.4	151.4	143.4	145.7	145.9	145.9	137.1	139.7	139.7	139.7
Wholesale trade	147.7	148.0	148.2	148.2	141.7	143.3	143.8	143.8	137.8	139.9	139.9	139.9
Retail trade	152.1	154.0	154.0	154.0	144.2	146.7	146.9	146.9	136.8	139.7	139.7	139.7
Transport and storage	141.3	141.8	141.8	141.8	139.3	139.7	139.7	139.7	138.5	139.2	139.2	139.2
Finance, property and business services	141.5	141.9	141.9	141.9	135.5	136.5	136.5	136.5	137.5	137.9	137.9	137.9
Community services	142.1	143.1	143.4	143.5	140.0	140.7	140.7	140.7	140.6	141.2	141.2	143.5
All industries(b)	143.4	144.6	144.7	144.7	139.5	141.0	141.0	141.0	141.2	142.0	142.0	142.6

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE: JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1994			1995	1994			1995	1994			1995
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
<b>MALES</b>												
Mining	138.6	141.5	141.5	142.0	..	..	..	..	142.2	142.8	142.8	142.8
Manufacturing	143.1	145.1	145.1	145.2	139.2	140.6	140.6	140.6	142.9	144.3	144.4	144.4
Food, beverages and tobacco	150.1	153.3	153.3	153.3	148.8	148.8	148.8	148.8	139.8	141.5	141.6	141.6
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	154.2	155.0	155.0	155.0
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	137.1	138.6	138.6	138.6
Metal products, machinery and equipment	139.9	141.4	141.4	141.6	139.2	140.9	140.9	140.9	142.7	144.2	144.2	144.2
Basic metal products	135.3	138.1	138.1	138.5	149.7	151.7	151.7	151.7	139.5	140.2	140.2	140.2
Fabricated metal products; Other machinery and equipment	147.2	147.2	147.2	147.2	138.7	140.3	140.3	140.3	145.4	147.6	147.6	147.6
Transport equipment	141.2	141.2	141.2	141.2	147.7	153.4	153.4	153.4	141.7	142.6	142.6	142.6
Other manufacturing(a)	144.8	144.8	144.8	144.8	135.3	135.3	135.3	135.3	146.6	148.0	148.0	148.1
Construction	141.3	142.9	142.9	142.9	138.1	139.3	139.3	139.3	138.1	139.5	139.5	139.5
Wholesale and retail trade	144.4	145.4	145.4	145.4	146.4	148.9	148.9	148.9	146.8	148.5	148.5	148.6
Wholesale trade	146.2	147.8	147.8	147.8	144.7	144.8	144.8	144.8	143.8	145.4	145.5	145.5
Retail trade	143.8	144.5	144.5	144.5	147.0	150.5	150.5	150.5	149.5	151.3	151.3	151.3
Transport and storage	136.3	137.0	137.0	137.0	139.4	141.4	141.4	141.4	137.8	138.3	138.3	138.3
Finance, property and business services	135.9	136.5	136.5	136.5	135.1	136.2	136.2	136.2	137.1	138.1	138.1	138.1
Community services	143.3	146.4	146.4	146.4	141.8	142.3	142.3	142.3	138.7	139.3	139.3	139.5
<i>All industries(b)</i>	<i>140.0</i>	<i>142.5</i>	<i>142.5</i>	<i>142.5</i>	<i>139.8</i>	<i>141.3</i>	<i>141.3</i>	<i>141.3</i>	<i>140.2</i>	<i>141.3</i>	<i>141.3</i>	<i>141.4</i>
<b>FEMALES</b>												
Manufacturing	137.4	137.8	137.8	137.8	141.2	142.7	142.7	142.7	146.9	148.5	148.6	148.6
Food, beverages and tobacco	137.4	137.8	137.8	137.8	151.7	151.7	151.7	151.7	140.2	141.7	141.8	141.8
Textiles; Clothing and footwear	..	..	..	..	157.5	158.9	158.9	158.9	155.0	156.5	156.5	156.5
Metal products, machinery and equipment	..	..	..	..	142.7	143.9	143.9	143.9	145.6	147.3	147.3	147.3
Other manufacturing(a)	..	..	..	..	149.6	149.6	149.6	149.6	148.1	150.0	150.0	150.0
Wholesale and retail trade	145.8	149.6	149.6	149.6	145.7	146.5	146.5	146.5	145.6	147.1	147.2	147.2
Wholesale trade	146.0	150.8	150.8	150.8	147.9	147.9	147.9	147.9	143.2	144.3	144.3	144.3
Retail trade	145.7	149.0	149.0	149.0	145.4	146.3	146.3	146.3	146.8	148.6	148.6	148.6
Transport and storage	141.4	143.2	143.2	143.2	140.4	141.3	141.3	141.3	137.9	139.0	139.0	139.0
Finance, property and business services	140.1	142.5	142.5	142.5	135.9	136.3	136.3	136.3	138.2	139.2	139.4	139.4
Community services	144.8	149.4	149.4	149.4	140.8	141.5	141.5	141.5	142.5	143.2	143.2	143.2
<i>All industries(b)</i>	<i>142.6</i>	<i>146.3</i>	<i>146.3</i>	<i>146.3</i>	<i>140.9</i>	<i>142.1</i>	<i>142.1</i>	<i>142.1</i>	<i>142.6</i>	<i>143.8</i>	<i>143.8</i>	<i>143.8</i>
<b>PERSONS</b>												
Mining	138.8	141.7	141.7	142.2	..	..	..	..	142.1	142.7	142.7	142.7
Manufacturing	142.3	144.1	144.1	144.2	139.6	141.1	141.1	141.1	143.8	145.3	145.3	145.3
Food, beverages and tobacco	145.7	148.0	148.0	148.0	150.8	150.8	150.8	150.8	139.9	141.5	141.6	141.7
Textiles; Clothing and footwear	..	..	..	..	157.5	158.9	158.9	158.9	154.7	156.0	156.0	156.0
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	138.1	139.6	139.6	139.6
Metal products, machinery and equipment	139.9	141.4	141.4	141.6	139.8	141.5	141.5	141.5	143.1	144.6	144.6	144.6
Basic metal products	135.3	138.1	138.1	138.5	149.7	151.7	151.7	151.7	139.4	140.1	140.1	140.1
Fabricated metal products; Other machinery and equipment	147.2	147.2	147.2	147.2	139.4	141.0	141.0	141.0	145.4	147.5	147.5	147.5
Transport equipment	141.2	141.2	141.2	141.2	147.7	153.4	153.4	153.4	142.4	143.4	143.4	143.4
Other manufacturing(a)	144.8	144.8	144.8	144.8	137.2	137.2	137.2	137.2	146.9	148.4	148.4	148.4
Construction	141.0	142.9	142.9	142.9	138.1	139.3	139.3	139.3	138.2	139.6	139.6	139.6
Wholesale and retail trade	145.0	146.9	146.9	146.9	146.1	148.1	148.1	148.1	146.4	148.0	148.1	148.1
Wholesale trade	146.1	149.1	149.1	149.1	145.3	145.4	145.4	145.4	143.7	145.1	145.2	145.2
Retail trade	144.5	146.1	146.1	146.1	146.4	148.9	148.9	148.9	148.5	150.2	150.3	150.3
Transport and storage	137.3	138.2	138.2	138.2	139.6	141.4	141.4	141.4	137.8	138.4	138.4	138.4
Finance, property and business services	137.9	139.3	139.3	139.3	135.6	136.3	136.3	136.3	137.6	138.6	138.7	138.8
Community services	144.2	148.3	148.3	148.3	141.3	142.0	142.0	142.0	140.7	141.3	141.4	141.5
<i>All industries(b)</i>	<i>141.1</i>	<i>144.0</i>	<i>144.0</i>	<i>144.0</i>	<i>140.2</i>	<i>141.5</i>	<i>141.5</i>	<i>141.5</i>	<i>140.9</i>	<i>142.1</i>	<i>142.1</i>	<i>142.1</i>

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Occupation	NSW				Vic.				Qld			
	1994			1995	1994			1995	1994			1995
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
<b>MALES</b>												
Managers and administrators	135.1	135.8	135.8	135.8	139.0	140.1	140.1	140.2	135.7	136.5	136.5	136.5
Para-professionals	136.1	136.4	136.4	136.4	139.1	139.7	139.7	139.7	138.1	138.9	138.9	139.0
Engineering etc	137.1	137.6	137.6	137.6	135.5	136.3	136.3	136.3	134.8	135.1	135.1	135.1
Police	138.6	138.6	138.6	138.6	153.6	153.6	153.6	153.6	143.0	145.0	145.0	145.0
Other para-professionals	134.4	134.7	134.7	134.7	135.5	136.2	136.2	136.2	137.8	138.5	138.5	138.6
Tradespersons	140.4	141.1	141.1	141.1	143.8	145.2	145.2	145.3	141.4	143.1	143.1	143.1
Metal	139.5	140.6	140.6	140.6	145.2	147.1	147.1	147.1	144.5	146.6	146.6	146.6
Electrical and electronic	137.0	137.3	137.3	137.3	137.4	138.7	138.7	138.7	136.7	137.7	137.7	137.7
Building	135.6	136.2	136.2	136.2	143.2	144.2	144.2	144.2	140.2	141.6	141.6	141.6
Vehicle	150.3	150.9	150.9	150.9	152.5	153.1	153.1	153.1	146.9	148.6	148.6	148.6
Other	143.7	144.8	144.8	144.8	144.2	145.5	145.7	145.8	139.8	141.9	141.9	142.0
Clerks	137.2	137.9	137.9	137.9	137.1	137.8	137.8	137.8	138.5	139.5	139.5	139.5
Salespersons and personal service workers	141.0	142.8	142.8	142.9	143.9	145.6	145.6	145.6	141.2	143.6	143.6	143.6
Labourers and related workers	138.3	139.4	139.4	139.4	143.0	144.4	144.4	144.4	143.1	144.9	144.9	145.0
Trades assistants and factory hands	140.2	141.4	141.4	141.5	145.9	147.4	147.5	147.6	141.7	143.7	143.7	143.7
Construction and mining labourers	135.7	136.5	136.5	136.5	140.8	141.7	141.7	141.8	142.5	143.4	143.4	143.4
Other labourers	138.0	139.0	139.0	139.0	140.6	141.9	141.9	142.0	144.2	146.1	146.1	146.3
<i>All occupation groups</i>	<i>138.7</i>	<i>139.6</i>	<i>139.6</i>	<i>139.6</i>	<i>141.6</i>	<i>142.8</i>	<i>142.8</i>	<i>142.8</i>	<i>140.5</i>	<i>141.9</i>	<i>141.9</i>	<i>141.9</i>
<b>FEMALES</b>												
Managers and administrators	140.8	141.2	141.2	141.2	143.6	145.0	145.1	145.1	143.6	145.7	145.7	145.7
Para-professionals	146.7	146.8	146.8	146.8	152.2	153.7	153.7	153.7	142.3	143.7	143.7	143.7
Registered nurses	150.6	150.7	150.7	150.7	159.6	161.8	161.8	161.8	144.2	145.7	145.7	145.7
Other para-professionals	140.2	140.5	140.5	140.5	141.3	141.8	141.8	141.8	137.8	138.8	138.8	138.8
Tradespersons	141.3	142.8	142.8	142.8	144.8	146.5	146.5	146.6	142.9	146.8	146.8	146.8
Clerks	140.3	140.8	140.8	140.8	139.3	140.0	140.2	140.2	141.0	143.3	143.3	143.3
Stenographers	139.3	139.7	139.7	139.7	136.8	137.6	138.3	138.3	139.9	142.5	142.5	142.5
Receptionists	142.2	142.6	142.6	142.7	140.7	141.3	141.5	141.6	141.6	144.2	144.2	144.2
Salespersons and personal service workers	144.9	145.5	145.5	145.5	146.9	149.0	149.1	149.1	144.1	146.6	146.6	146.6
Labourers and related workers	137.2	138.2	138.2	138.2	143.9	146.0	146.0	146.1	140.8	142.6	142.6	142.6
Trades assistants and factory hands	142.2	144.0	144.0	144.0	147.9	150.1	150.2	150.2	142.8	145.0	145.0	145.0
Cleaners	124.0	124.2	124.2	124.2	137.9	140.1	140.1	140.3	140.0	141.4	141.4	141.4
Other labourers	139.8	140.4	140.4	140.4	139.3	141.1	141.1	141.2	140.4	142.1	142.1	142.1
<i>All occupation groups</i>	<i>141.9</i>	<i>142.5</i>	<i>142.5</i>	<i>142.5</i>	<i>143.7</i>	<i>145.0</i>	<i>145.1</i>	<i>145.1</i>	<i>141.8</i>	<i>143.9</i>	<i>143.9</i>	<i>143.9</i>
<b>PERSONS</b>												
Managers and administrators	136.1	136.7	136.7	136.7	140.2	141.4	141.4	141.4	137.1	138.1	138.1	138.1
Para-professionals	139.2	139.5	139.5	139.5	143.4	144.3	144.3	144.3	139.2	140.2	140.2	140.2
Engineering etc	137.0	137.5	137.5	137.5	135.4	136.1	136.1	136.1	134.7	135.0	135.0	135.0
Registered nurses	150.7	150.8	150.8	150.8	155.0	157.1	157.1	157.1	144.8	146.2	146.2	146.2
Police	139.0	139.0	139.0	139.0	154.0	154.0	154.0	154.0	142.9	144.9	144.9	144.9
Other para-professionals	134.5	134.8	134.8	134.8	137.0	137.6	137.6	137.6	136.9	137.7	137.7	137.7
Tradespersons	140.4	141.3	141.3	141.3	143.9	145.3	145.3	145.4	141.5	143.4	143.4	143.4
Metal	139.6	140.7	140.7	140.7	145.2	147.1	147.1	147.2	144.5	146.6	146.6	146.6
Electrical and electronic	137.3	137.5	137.5	137.5	137.4	138.6	138.6	138.6	136.7	137.8	137.8	137.8
Building	135.7	136.2	136.2	136.2	143.2	144.2	144.2	144.2	140.4	141.8	141.8	141.8
Vehicle	150.2	150.9	150.9	150.9	152.0	152.7	152.7	152.7	146.9	148.6	148.6	148.6
Clerks	139.1	139.6	139.6	139.6	138.4	139.1	139.3	139.3	139.9	141.7	141.7	141.7
Stenographers	138.8	139.4	139.4	139.4	136.9	137.6	138.2	138.2	139.6	141.9	141.9	141.9
Receptionists	140.8	141.2	141.2	141.3	139.3	140.0	140.1	140.2	140.5	142.8	142.8	142.8
Salespersons and personal service workers	143.1	144.2	144.2	144.3	145.3	147.1	147.1	147.2	142.7	145.1	145.1	145.1
Labourers and related workers	138.1	139.1	139.1	139.1	143.2	144.8	144.8	144.8	142.7	144.4	144.4	144.5
Trades assistants and factory hands	140.7	142.0	142.1	142.1	146.5	148.2	148.3	148.3	141.9	143.9	143.9	143.9
Construction and mining labourers	135.9	136.6	136.7	136.7	140.9	141.8	141.8	141.8	142.5	143.5	143.5	143.5
Cleaners	132.0	132.6	132.6	132.6	140.6	142.5	142.5	142.6	144.0	146.1	146.1	146.4
Other labourers	138.7	139.7	139.7	139.7	140.0	141.4	141.4	141.5	142.7	144.4	144.4	144.5
<i>All occupation groups</i>	<i>139.7</i>	<i>140.5</i>	<i>140.5</i>	<i>140.5</i>	<i>142.3</i>	<i>143.5</i>	<i>143.5</i>	<i>143.6</i>	<i>140.9</i>	<i>142.5</i>	<i>142.5</i>	<i>142.5</i>

For footnotes see end of table.

**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	SA				WA				Tas.			
	1994			1995	1994			1995	1994			1995
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
MALES												
Managers and administrators	139.0	140.1	140.2	140.2	136.4	137.2	137.4	137.4	133.9	134.4	134.4	137.1
Para-professionals	140.2	141.1	141.2	141.2	140.6	141.1	141.1	141.1	135.0	135.5	135.5	135.6
Engineering etc	136.6	137.0	137.0	137.0	135.6	136.0	136.0	136.0	131.4	131.4	131.4	131.4
Police	148.7	150.5	150.5	150.5	161.2	161.2	161.2	161.2	128.7	128.7	128.7	128.7
Other para-professionals	139.4	140.3	140.3	140.3	136.0	136.7	136.7	136.7	140.0	141.0	141.0	141.4
Tradespersons	145.0	146.0	146.0	146.0	138.6	139.8	139.8	139.9	140.5	140.9	140.9	141.0
Metal	144.0	145.6	145.6	145.6	141.5	141.8	141.8	141.8	141.1	141.7	141.7	141.7
Electrical and electronic	140.2	140.8	140.8	140.8	136.4	137.7	137.7	137.7	131.5	131.5	131.5	131.5
Building	145.8	147.1	147.1	147.1	137.5	137.7	137.7	137.7	145.2	146.0	146.0	146.0
Vehicle	154.5	155.1	155.1	155.1	141.7	141.9	141.9	141.9	142.4	143.8	143.8	144.1
Other	145.7	146.1	146.3	146.3	137.6	140.6	140.6	140.6	148.2	148.4	148.4	148.4
Clerks	139.5	140.7	140.7	140.7	137.5	138.4	138.4	138.4	138.2	139.0	139.0	139.1
Salespersons and personal service workers	147.0	148.7	148.7	148.7	141.1	143.7	144.4	144.4	140.2	142.3	142.3	142.6
Labourers and related workers	143.7	144.6	144.7	144.7	139.3	140.8	140.8	140.8	146.2	146.8	146.8	146.8
Trades assistants and factory hands	145.7	146.9	146.9	146.9	141.0	142.3	142.3	142.3	146.0	146.5	146.5	146.5
Construction and mining labourers	140.7	141.5	141.5	141.5	137.4	139.1	139.1	139.1	149.0	149.5	149.5	149.5
Other labourers	142.8	143.6	143.6	143.6	138.8	140.5	140.5	140.5	145.0	145.8	145.8	145.8
All occupation groups	142.9	144.1	144.2	144.2	138.7	140.0	140.1	140.1	140.9	141.5	141.5	142.3
FEMALES												
Managers and administrators	144.6	145.1	145.2	145.2	144.5	146.0	146.0	146.0	139.8	141.1	141.1	141.1
Para-professionals	146.6	148.0	148.0	148.1	144.3	145.6	145.6	145.6	149.1	150.9	150.9	151.0
Registered nurses	148.7	150.3	150.3	150.4	149.4	151.1	151.1	151.1	155.8	158.4	158.4	158.4
Other para-professionals	142.9	143.9	144.0	144.1	133.6	133.9	133.9	133.9	135.0	135.5	135.5	135.5
Tradespersons	150.0	151.8	151.8	151.8	153.2	161.3	161.3	161.3	139.0	142.6	142.6	142.6
Clerks	143.9	144.6	144.6	144.6	139.5	141.1	141.1	141.1	141.5	142.6	142.6	142.8
Stenographers	146.7	147.3	147.3	147.3	137.1	138.4	138.4	138.4	139.5	140.3	140.3	140.4
Receptionists	144.6	145.2	145.2	145.2	140.4	142.1	142.1	142.1	151.2	152.8	152.8	153.8
Salespersons and personal service workers	146.1	147.8	147.8	147.8	145.1	147.6	147.7	147.8	140.8	142.9	142.9	142.9
Labourers and related workers	143.9	145.6	145.6	145.6	139.1	140.9	140.9	140.9	140.0	141.0	141.0	141.0
Trades assistants and factory hands	147.7	150.3	150.3	150.3	142.2	144.3	144.3	144.3	140.4	143.6	143.6	143.6
Cleaners	139.7	140.7	140.7	140.7	133.9	136.2	136.2	136.2	139.2	139.5	139.5	139.5
Other labourers	141.8	143.1	143.1	143.1	140.0	141.7	141.7	141.7	140.3	141.0	141.0	141.0
All occupation groups	144.8	145.8	145.9	145.9	141.4	143.2	143.2	143.2	142.0	143.2	143.2	143.3
PERSONS												
Managers and administrators	140.5	141.4	141.5	141.5	138.6	139.6	139.8	139.8	134.8	135.4	135.4	137.6
Para-professionals	141.7	142.8	142.8	142.8	142.0	142.8	142.8	142.8	138.9	139.8	139.8	139.9
Engineering etc	136.7	137.1	137.1	137.1	135.4	135.8	135.8	135.8	131.5	131.5	131.5	131.5
Registered nurses	148.6	150.3	150.3	150.3	148.4	150.0	150.0	150.0	156.2	158.7	158.7	158.7
Police	148.7	150.5	150.5	150.5	161.2	161.2	161.2	161.2	128.8	128.8	128.8	128.8
Other para-professionals	139.5	140.3	140.4	140.4	134.7	135.3	135.3	135.3	136.0	136.6	136.6	137.0
Tradespersons	145.2	146.2	146.3	146.3	139.7	141.4	141.4	141.4	140.5	141.0	141.0	141.0
Metal	144.1	145.8	145.8	145.8	141.6	141.9	141.9	141.9	141.0	141.8	141.8	141.8
Electrical and electronic	140.2	140.8	140.8	140.8	136.4	137.7	137.7	137.7	131.5	131.6	131.6	131.6
Building	145.9	147.4	147.4	147.4	137.6	137.7	137.7	137.7	145.2	146.0	146.0	146.0
Vehicle	154.6	155.2	155.2	155.2	141.6	141.9	141.9	141.9	142.4	143.8	143.8	144.1
Clerks	142.0	142.9	142.9	142.9	138.6	139.9	139.9	139.9	139.8	140.7	140.7	140.9
Stenographers	145.8	146.5	146.5	146.5	137.2	138.5	138.5	138.5	139.2	140.0	140.0	140.0
Receptionists	142.7	143.8	143.8	143.8	139.5	141.0	141.0	141.0	146.2	147.5	147.5	148.1
Salespersons and personal service workers	146.6	148.3	148.3	148.3	143.3	145.8	146.2	146.3	140.5	142.5	142.5	142.7
Labourers and related workers	143.7	144.9	144.9	144.9	139.2	140.9	140.9	140.9	144.8	145.5	145.5	145.5
Trades assistants and factory hands	146.2	147.7	147.8	147.8	141.2	142.5	142.5	142.5	145.3	146.2	146.2	146.2
Construction and mining labourers	140.4	141.1	141.1	141.1	137.4	139.1	139.1	139.1	148.4	149.2	149.2	149.2
Cleaners	142.1	142.9	142.9	142.9	136.7	139.0	139.0	139.0	143.6	144.1	144.1	144.1
Other labourers	142.5	143.5	143.5	143.5	139.2	140.8	140.8	140.8	143.3	144.0	144.0	144.0
All occupation groups	143.4	144.6	144.7	144.7	139.5	141.0	141.0	141.0	141.2	142.0	142.0	142.6

For footnotes see end of table.

**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	NT				ACT				Aust.			
	1994			1995	1994			1995	1994			1995
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
MALES												
Managers and administrators	137.9	140.7	140.7	140.7	138.1	139.5	139.5	139.5	136.7	137.6	137.6	137.7
Para-professionals	141.7	144.1	144.1	144.1	143.5	144.5	144.5	144.5	138.3	138.9	138.9	138.9
Engineering etc	133.0	136.7	136.7	136.7	136.8	138.5	138.5	138.5	135.9	136.6	136.6	136.6
Police	151.9	151.9	151.9	151.9	152.3	152.3	152.3	152.3	146.5	146.9	146.9	146.9
Other para-professionals	140.4	144.7	144.7	144.7	140.5	141.8	141.8	141.8	136.4	137.0	137.0	137.1
Tradespersons	141.6	143.3	143.3	143.3	141.9	143.5	143.5	143.5	141.8	142.9	142.9	142.9
Metal	144.4	144.8	144.8	144.8	140.7	142.6	142.6	142.6	142.4	143.9	143.9	143.9
Electrical and electronic	139.9	141.2	141.2	141.2	139.3	140.3	140.3	140.3	137.1	137.9	137.9	137.9
Building	137.2	140.3	140.3	140.3	137.3	138.5	138.5	138.5	139.7	140.6	140.6	140.6
Vehicle	142.6	143.7	143.7	143.7	151.8	154.6	154.6	154.6	149.7	150.5	150.5	150.5
Other	139.7	145.8	145.8	145.8	140.8	142.2	142.2	142.2	143.0	144.4	144.5	144.6
Clerks	138.1	139.3	139.3	139.3	138.6	140.5	140.5	140.5	137.7	138.6	138.6	138.6
Salespersons and personal service workers	143.7	147.3	147.3	147.3	142.5	145.1	145.1	145.1	142.5	144.4	144.5	144.5
Labourers and related workers	139.1	143.2	143.2	143.2	138.0	139.1	139.1	139.1	141.1	142.3	142.4	142.4
Trades assistants and factory hands	140.8	142.6	142.6	142.6	138.4	139.8	139.8	139.8	142.8	144.2	144.3	144.3
Construction and mining labourers	137.5	140.8	140.8	140.9	136.6	137.1	137.1	137.1	138.8	139.7	139.7	139.7
Other labourers	139.2	144.9	144.9	144.9	138.5	139.8	139.8	139.8	140.5	141.8	141.8	141.9
All occupation groups	140.0	142.5	142.5	142.5	139.8	141.3	141.3	141.3	140.2	141.3	141.3	141.4
FEMALES												
Managers and administrators	145.6	149.2	149.2	149.2	135.4	137.2	137.2	137.2	142.5	143.6	143.6	143.6
Para-professionals	149.3	154.5	154.5	154.5	151.1	152.6	152.6	152.6	147.3	148.5	148.5	148.5
Registered nurses	150.2	156.2	156.2	156.2	158.5	161.1	161.1	161.1	151.6	153.1	153.1	153.1
Other para-professionals	146.6	149.0	149.0	149.0	144.4	145.0	145.0	145.0	139.8	140.3	140.3	140.3
Tradespersons	134.9	135.6	135.6	135.6	141.4	142.3	142.3	142.3	143.9	146.3	146.3	146.3
Clerks	140.1	142.4	142.4	142.4	139.8	141.4	141.4	141.4	140.4	141.4	141.5	141.5
Stenographers	140.3	144.4	144.4	144.4	141.8	143.6	143.6	143.6	139.1	140.2	140.4	140.4
Receptionists	142.1	144.3	144.3	144.3	138.9	140.0	140.0	140.0	141.8	142.9	142.9	143.0
Salespersons and personal service workers	144.3	147.8	147.8	147.8	148.0	149.0	149.0	149.0	145.3	146.9	146.9	146.9
Labourers and related workers	140.9	144.2	144.2	144.2	141.8	142.8	142.8	142.8	140.6	142.2	142.2	142.2
Trades assistants and factory hands	141.4	144.2	144.2	144.2	143.9	145.3	145.3	145.3	145.1	147.2	147.2	147.2
Cleaners	136.4	141.6	141.6	141.6	132.5	132.5	132.5	132.5	131.7	132.7	132.7	132.7
Other labourers	143.2	145.6	145.6	145.6	146.8	148.2	148.2	148.2	140.1	141.4	141.4	141.4
All occupation groups	142.6	146.3	146.3	146.3	140.9	142.1	142.1	142.1	142.6	143.8	143.8	143.8
PERSONS												
Managers and administrators	139.3	142.2	142.2	142.2	137.8	139.3	139.3	139.3	137.9	138.8	138.8	138.9
Para-professionals	145.0	148.7	148.7	148.7	145.4	146.6	146.6	146.6	141.1	141.8	141.8	141.8
Engineering etc	133.1	136.9	136.9	136.9	136.7	138.5	138.5	138.5	135.8	136.5	136.5	136.5
Registered nurses	150.3	156.3	156.3	156.3	160.1	162.7	162.7	162.7	150.6	152.0	152.0	152.0
Police	152.1	152.1	152.1	152.1	152.4	152.4	152.4	152.4	146.6	147.0	147.0	147.0
Other para-professionals	140.9	144.9	144.9	144.9	138.8	139.9	139.9	139.9	136.2	136.8	136.8	136.9
Tradespersons	141.5	143.2	143.2	143.2	141.8	143.4	143.4	143.4	141.9	143.1	143.2	143.2
Metal	144.4	144.8	144.8	144.8	140.7	142.7	142.7	142.7	142.5	143.9	143.9	144.0
Electrical and electronic	139.8	140.9	140.9	140.9	139.4	140.3	140.3	140.3	137.3	138.0	138.0	138.0
Building	137.2	140.3	140.3	140.3	137.3	138.5	138.5	138.5	139.8	140.7	140.7	140.7
Vehicle	142.6	143.7	143.7	143.7	151.6	154.4	154.4	154.4	149.6	150.4	150.4	150.4
Clerks	139.5	141.4	141.4	141.4	139.3	140.9	140.9	140.9	139.3	140.2	140.3	140.3
Stenographers	140.2	144.0	144.0	144.0	141.5	143.2	143.2	143.2	138.9	139.9	140.2	140.2
Receptionists	141.0	142.9	142.9	142.9	139.0	140.4	140.4	140.4	140.5	141.5	141.5	141.6
Salespersons and personal service workers	144.2	147.7	147.7	147.7	145.0	146.9	146.9	146.9	143.9	145.6	145.7	145.7
Labourers and related workers	139.7	143.5	143.5	143.6	138.3	139.4	139.4	139.4	140.9	142.3	142.3	142.3
Trades assistants and factory hands	140.8	142.8	142.8	142.8	139.3	140.6	140.6	140.6	143.3	144.9	144.9	145.0
Construction and mining labourers	137.8	141.0	141.0	141.1	136.6	137.1	137.1	137.1	138.8	139.8	139.8	139.8
Cleaners	136.8	142.2	142.2	142.2	135.7	136.3	136.3	136.3	137.8	139.2	139.2	139.3
Other labourers	141.3	145.5	145.5	145.5	141.1	142.9	142.9	142.9	140.3	141.6	141.6	141.7
All occupation groups	141.1	144.0	144.0	144.0	140.2	141.5	141.5	141.5	140.9	142.1	142.1	142.1

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1994		1995		1994		1995		1994		1995	
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
<b>MALES</b>												
Mining	147.5	147.7	147.8	147.8	136.9	138.0	138.0	138.0	144.8	145.4	145.4	145.4
Manufacturing	141.7	143.0	143.0	143.0	146.2	147.9	147.9	148.0	144.3	146.4	146.4	146.5
Food, beverages and tobacco	141.6	143.1	143.1	143.1	141.4	143.3	143.7	143.7	142.4	144.4	144.4	144.4
Textiles; Clothing and footwear	161.7	162.6	162.6	162.6	152.2	153.1	153.1	153.1	157.1	158.2	158.2	158.2
Chemicals, petroleum, coal	135.0	136.9	136.9	136.9	142.5	143.7	143.7	143.7	138.9	140.1	140.1	140.1
Metal products, machinery and equipment	139.7	140.8	140.8	140.8	146.1	147.7	147.7	147.7	147.1	149.6	149.6	149.6
Basic metal products	133.9	134.1	134.1	134.1	149.9	151.2	151.2	151.2	136.8	138.4	138.4	138.4
Fabricated metal products;												
Other machinery and equipment	142.9	144.6	144.6	144.6	148.9	151.5	151.5	151.5	148.4	151.6	151.6	151.7
Transport equipment	140.3	141.2	141.2	141.2	142.8	143.9	143.9	143.9	151.2	152.3	152.3	152.3
Other manufacturing(a)	144.8	146.6	146.6	146.7	152.3	153.5	153.5	153.7	142.3	144.0	144.0	144.0
Construction	135.6	136.8	136.8	136.8	139.4	140.7	140.7	140.8	141.6	142.7	142.7	142.7
Wholesale and retail trade	151.1	152.4	152.4	152.4	151.8	153.5	153.5	153.5	147.6	150.2	150.2	150.2
Wholesale trade	145.4	147.1	147.1	147.1	148.6	150.1	150.1	150.2	144.1	146.7	146.7	146.7
Retail trade	157.4	158.1	158.1	158.1	154.9	156.7	156.7	156.7	150.1	152.6	152.6	152.7
Transport and storage	134.8	135.4	135.4	135.4	138.9	139.4	139.4	139.4	148.7	149.2	149.2	149.2
Finance, property and business services	138.4	139.5	139.5	139.5	139.2	140.1	140.2	140.2	138.7	140.5	140.5	140.7
Community services	137.6	137.8	137.8	137.8	138.0	138.7	138.7	138.7	140.1	141.0	141.2	141.2
All industries(b)	139.7	140.6	140.6	140.6	142.6	143.8	143.8	143.8	143.2	144.6	144.6	144.7
<b>FEMALES</b>												
Manufacturing	147.3	148.4	148.4	148.4	150.9	152.7	152.8	152.8	149.0	151.9	151.9	151.9
Food, beverages and tobacco	140.5	141.4	141.4	141.4	145.1	147.2	147.4	147.4	146.8	149.0	149.0	149.0
Textiles; Clothing and footwear	161.2	162.0	162.0	162.0	153.2	154.7	154.7	154.7	158.6	161.1	161.1	161.1
Metal products, machinery and equipment	144.5	145.8	145.8	145.8	150.3	152.1	152.1	152.1	146.8	150.7	150.7	150.7
Other manufacturing(a)	147.8	149.3	149.3	149.3	155.2	157.0	157.0	157.0	147.0	150.4	150.4	150.4
Wholesale and retail trade	148.6	149.0	149.0	149.0	151.0	152.7	152.7	152.7	151.3	155.5	155.5	155.5
Wholesale trade	146.1	146.7	146.7	146.7	151.1	151.7	151.7	151.7	148.5	153.0	153.0	153.0
Retail trade	150.7	150.9	150.9	150.9	151.0	153.1	153.1	153.1	152.3	156.3	156.3	156.3
Transport and storage	136.4	137.6	137.6	137.6	144.7	145.3	145.3	145.3	141.4	142.9	142.9	142.9
Finance, property and business services	142.8	143.3	143.3	143.3	141.7	142.9	143.7	143.7	144.8	147.2	147.2	147.2
Community services	144.2	144.4	144.4	144.4	141.8	142.8	142.8	142.8	142.2	143.5	144.3	144.3
All industries(b)	144.2	144.8	144.8	144.9	145.1	146.4	146.5	146.5	144.9	147.0	147.3	147.3
<b>PERSONS</b>												
Mining	147.2	147.5	147.5	147.6	137.4	138.5	138.5	138.5	144.6	145.3	145.3	145.3
Manufacturing	142.9	144.1	144.1	144.1	147.5	149.2	149.2	149.2	145.1	147.3	147.3	147.3
Food, beverages and tobacco	141.4	142.7	142.7	142.7	142.1	144.0	144.4	144.4	143.1	145.2	145.2	145.2
Textiles; Clothing and footwear	161.4	162.2	162.2	162.2	152.9	154.2	154.2	154.2	158.1	160.2	160.2	160.2
Chemicals, petroleum, coal	138.1	139.9	139.9	139.9	142.8	144.2	144.2	144.2	140.2	141.9	141.9	141.9
Metal products, machinery and equipment	140.3	141.5	141.5	141.5	146.9	148.5	148.5	148.5	147.1	149.6	149.6	149.7
Basic metal products	133.6	133.9	133.9	133.9	150.1	151.3	151.3	151.3	137.5	139.2	139.2	139.2
Fabricated metal products;												
Other machinery and equipment	143.6	145.3	145.3	145.3	149.3	151.8	151.8	151.8	148.2	151.5	151.5	151.5
Transport equipment	140.5	141.4	141.4	141.4	144.0	145.2	145.2	145.2	151.2	152.3	152.3	152.3
Other manufacturing(a)	145.4	147.2	147.2	147.3	152.8	154.2	154.2	154.3	142.9	144.8	144.8	144.8
Construction	136.1	137.4	137.4	137.4	139.2	140.6	140.6	140.6	141.8	143.0	143.0	143.0
Wholesale and retail trade	150.2	151.2	151.2	151.2	151.6	153.2	153.2	153.3	148.8	151.9	151.9	151.9
Wholesale trade	145.6	147.0	147.0	147.0	149.2	150.5	150.5	150.6	145.1	148.1	148.1	148.1
Retail trade	154.8	155.3	155.3	155.3	153.4	155.3	155.3	155.3	150.9	154.0	154.0	154.0
Transport and storage	135.0	135.7	135.7	135.7	139.7	140.2	140.2	140.2	148.2	148.8	148.8	148.8
Finance, property and business services	140.4	141.2	141.2	141.2	140.5	141.6	142.1	142.1	141.7	143.7	143.7	143.8
Community services	141.3	141.5	141.5	141.5	140.0	140.8	140.8	140.8	141.3	142.4	142.9	142.9
All industries(b)	141.1	141.9	141.9	141.9	143.4	144.6	144.7	144.7	143.7	145.3	145.4	145.5

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1994			1995	1994			1995	1994			1995
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
MALES												
Mining	137.4	139.1	139.1	139.1	135.1	135.2	135.2	135.2	139.0	139.0	139.0	139.0
Manufacturing	146.7	148.0	148.0	148.0	142.1	143.4	143.4	143.4	148.3	148.6	148.6	148.6
Food, beverages and tobacco	150.4	151.2	151.2	151.2	138.5	140.7	140.7	140.7	145.2	146.0	146.0	146.1
Textiles; Clothing and footwear	158.2	158.4	158.4	158.4	163.9	163.9	163.9	163.9	151.7	151.8	151.8	151.8
Chemicals, petroleum, coal	160.1	160.1	160.1	160.1	136.2	136.3	136.4	136.4	139.7	139.8	139.8	139.8
Metal products, machinery and equipment	143.9	145.4	145.4	145.4	144.5	144.7	144.8	144.8	143.6	144.0	144.0	144.0
Basic metal products	145.6	147.5	147.5	147.5	145.3	145.3	145.3	145.3	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.3	150.9	150.9	150.9	146.4	146.9	146.9	146.9	136.5	137.9	137.9	137.9
Transport equipment	140.4	141.0	141.0	141.0	138.3	138.4	138.5	138.5	152.4	154.5	154.5	154.5
Other manufacturing(a)	149.6	151.1	151.1	151.1	141.9	143.9	144.0	144.0	159.9	160.0	160.0	160.0
Construction	142.1	146.1	146.1	146.1	140.9	141.6	141.6	141.6	142.7	142.9	142.9	142.9
Wholesale and retail trade	155.0	156.3	156.4	156.4	145.3	147.4	147.7	147.7	142.3	144.7	144.7	144.7
Wholesale trade	149.7	150.1	150.3	150.3	143.6	145.0	145.5	145.5	140.0	141.8	141.8	141.8
Retail trade	160.6	162.9	162.9	162.9	146.2	148.6	148.9	148.9	144.0	146.8	146.8	146.8
Transport and storage	141.4	141.8	141.8	141.8	139.5	139.8	139.8	139.8	139.0	139.6	139.6	139.6
Finance, property and business services	139.3	139.7	139.7	139.7	134.8	135.4	135.4	135.4	136.9	137.2	137.2	137.2
Community services	142.2	143.0	143.6	143.6	140.4	141.1	141.1	141.1	139.8	140.3	140.3	145.3
All industries(b)	144.0	145.2	145.3	145.3	139.6	141.0	141.1	141.1	142.0	142.7	142.7	143.5
FEMALES												
Manufacturing	149.5	150.8	150.8	150.8	146.1	148.4	148.4	148.4	148.8	151.5	151.5	151.5
Food, beverages and tobacco	146.7	147.1	147.1	147.1	138.0	141.5	141.6	141.6	144.3	149.1	149.1	149.1
Textiles; Clothing and footwear	160.2	161.5	161.5	161.5	161.0	162.1	162.1	162.1	158.5	158.8	158.8	158.8
Metal products, machinery and equipment	150.0	152.1	152.1	152.1	147.0	149.2	149.2	149.2	147.9	150.3	150.3	150.3
Other manufacturing(a)	149.7	151.4	151.4	151.4	147.8	150.4	150.6	150.6	...	...	...	...
Wholesale and retail trade	154.8	155.8	155.8	155.8	152.3	155.1	155.2	155.2	142.7	146.0	146.0	146.0
Wholesale trade	156.7	156.7	156.7	156.7	147.1	150.1	150.5	150.5	141.0	144.3	144.3	144.3
Retail trade	154.2	155.4	155.4	155.4	153.7	156.5	156.5	156.5	143.1	146.4	146.4	146.4
Transport and storage	143.4	144.1	144.1	144.1	144.7	146.0	146.0	146.0	145.2	146.6	146.6	146.6
Finance, property and business services	148.8	149.2	149.2	149.2	136.9	138.3	138.3	138.3	139.4	140.1	140.1	140.1
Community services	143.0	144.1	144.2	144.2	142.0	143.1	143.1	143.1	142.3	142.9	142.9	142.9
All industries(b)	147.1	148.2	148.2	148.3	143.5	145.5	145.5	145.5	143.7	145.0	145.0	145.1
PERSONS												
Mining	139.0	140.8	140.8	140.8	135.1	135.2	135.2	135.2	139.0	139.0	139.0	139.0
Manufacturing	147.4	148.7	148.7	148.7	142.8	144.2	144.2	144.2	148.4	148.9	148.9	149.0
Food, beverages and tobacco	148.7	149.3	149.3	149.3	138.4	140.9	140.9	140.9	145.0	146.7	146.7	146.8
Textiles; Clothing and footwear	159.7	160.6	160.6	160.6	161.1	162.2	162.2	162.2	154.3	154.5	154.5	154.5
Chemicals, petroleum, coal	158.1	158.1	158.1	158.1	136.2	136.4	136.5	136.5	139.7	139.8	139.8	139.8
Metal products, machinery and equipment	144.9	146.5	146.5	146.5	144.7	145.1	145.2	145.2	143.7	144.1	144.1	144.1
Basic metal products	146.2	148.1	148.1	148.1	145.3	145.4	145.4	145.4	143.3	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	148.8	151.4	151.4	151.4	146.7	147.4	147.5	147.5	136.5	137.9	137.9	137.9
Transport equipment	141.8	142.6	142.6	142.6	138.7	138.9	138.9	138.9	151.7	153.8	153.8	153.8
Other manufacturing(a)	149.7	151.2	151.2	151.2	142.3	144.4	144.4	144.4	159.9	160.0	160.0	160.0
Construction	142.4	146.1	146.1	146.1	141.1	141.8	141.8	141.8	142.6	142.9	142.9	142.9
Wholesale and retail trade	154.9	156.1	156.2	156.2	147.4	149.7	150.0	150.0	142.5	145.2	145.2	145.2
Wholesale trade	151.2	151.5	151.7	151.7	144.4	146.0	146.6	146.6	140.2	142.3	142.3	142.3
Retail trade	157.7	159.6	159.6	159.6	148.7	151.3	151.4	151.4	143.6	146.6	146.6	146.6
Transport and storage	141.6	142.1	142.1	142.1	140.0	140.5	140.5	140.5	139.7	140.4	140.4	140.4
Finance, property and business services	144.2	144.6	144.6	144.6	136.0	137.0	137.0	137.0	137.5	137.9	137.9	137.9
Community services	142.6	143.5	143.9	143.9	141.3	142.2	142.2	142.2	141.1	141.7	141.7	144.1
All industries(b)	144.9	146.1	146.1	146.1	140.7	142.3	142.3	142.3	142.4	143.3	143.3	143.9

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1994		1995		1994		1995		1994		1995	
	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.	Jan.	Nov.	Dec.	Jan.
<b>MALES</b>												
Mining	138.6	141.5	141.5	142.0	..	..	..	..	142.6	143.1	143.1	143.1
Manufacturing	145.4	147.5	147.5	147.6	139.5	141.0	141.0	141.0	144.3	145.7	145.8	145.8
Food, beverages and tobacco	157.8	161.2	161.2	161.2	148.8	148.8	148.8	148.8	142.1	143.8	144.0	144.0
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	154.7	155.6	155.6	155.6
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	138.4	139.9	139.9	139.9
Metal products, machinery and equipment	139.9	141.4	141.4	141.6	139.2	140.9	140.9	140.9	143.3	144.7	144.7	144.7
Basic metal products	135.3	138.1	138.1	138.5	149.7	151.7	151.7	151.7	139.8	140.4	140.4	140.5
Fabricated metal products; Other machinery and equipment	147.2	147.2	147.2	147.2	138.7	140.3	140.3	140.3	146.0	148.2	148.2	148.3
Transport equipment	141.2	141.2	141.2	141.2	147.7	153.4	153.4	153.4	142.3	143.2	143.2	143.2
Other manufacturing(a)	144.8	144.8	144.8	144.8	135.3	135.3	135.3	135.3	147.6	149.2	149.2	149.3
Construction	141.4	143.0	143.0	143.0	137.9	138.9	138.9	138.9	138.8	140.2	140.2	140.2
Wholesale and retail trade	146.1	147.0	147.0	147.0	147.0	149.5	149.5	149.5	150.4	152.1	152.1	152.1
Wholesale trade	148.3	150.0	150.0	150.0	144.9	145.0	145.0	145.0	146.4	148.0	148.0	148.1
Retail trade	145.3	146.0	146.0	146.0	147.7	151.2	151.2	151.2	153.8	155.7	155.7	155.7
Transport and storage	137.4	138.1	138.1	138.1	139.8	141.7	141.7	141.7	139.4	139.9	139.9	139.9
Finance, property and business services	136.5	137.0	137.0	137.0	135.6	136.7	136.7	136.7	138.3	139.3	139.4	139.4
Community services	148.7	150.7	150.7	150.7	143.2	143.8	143.8	143.8	139.2	139.8	139.9	140.1
All industries(b)	141.2	143.5	143.5	143.5	140.6	142.0	142.0	142.0	141.5	142.6	142.6	142.7
<b>FEMALES</b>												
Manufacturing	137.4	137.8	137.8	137.8	142.6	144.1	144.1	144.1	149.3	150.9	150.9	150.9
Food, beverages and tobacco	137.4	137.8	137.8	137.8	151.7	151.7	151.7	151.7	143.5	145.0	145.1	145.1
Textiles; Clothing and footwear	..	..	..	..	157.5	158.9	158.9	158.9	155.5	156.9	156.9	156.9
Metal products, machinery and equipment	..	..	..	..	150.0	150.0	150.0	150.0	147.9	149.7	149.7	149.7
Other manufacturing(a)	..	..	..	..	157.4	157.4	157.4	157.4	150.9	152.8	152.8	152.8
Wholesale and retail trade	152.5	156.5	156.5	156.5	147.3	148.1	148.1	148.1	150.4	152.0	152.1	152.1
Wholesale trade	153.3	158.2	158.2	158.2	149.8	149.8	149.8	149.8	148.5	149.7	149.7	149.7
Retail trade	152.1	155.5	155.5	155.5	147.0	147.9	147.9	147.9	151.4	153.3	153.3	153.3
Transport and storage	146.3	148.2	148.2	148.2	144.3	145.2	145.2	145.2	140.4	141.4	141.4	141.4
Finance, property and business services	143.4	145.9	145.9	145.9	139.9	140.3	140.3	140.3	142.5	143.6	143.8	143.8
Community services	146.8	151.0	151.0	151.0	141.2	141.9	141.9	141.9	142.9	143.7	143.8	143.8
All industries(b)	145.4	148.7	148.7	148.7	141.7	143.0	143.0	143.0	144.7	145.9	146.0	146.0
<b>PERSONS</b>												
Mining	138.8	141.7	141.7	142.2	..	..	..	..	142.6	143.1	143.1	143.1
Manufacturing	144.3	146.2	146.2	146.3	140.1	141.6	141.6	141.6	145.4	146.9	146.9	146.9
Food, beverages and tobacco	150.8	153.1	153.1	153.1	150.8	150.8	150.8	150.8	142.4	144.1	144.2	144.2
Textiles; Clothing and footwear	..	..	..	..	157.5	158.9	158.9	158.9	155.3	156.5	156.5	156.5
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	140.2	141.8	141.8	141.8
Metal products, machinery and equipment	139.9	141.4	141.4	141.6	140.1	141.7	141.7	141.7	144.0	145.4	145.4	145.4
Basic metal products	135.3	138.1	138.1	138.5	149.7	151.7	151.7	151.7	139.8	140.5	140.5	140.5
Fabricated metal products; Other machinery and equipment	147.2	147.2	147.2	147.2	139.7	141.2	141.2	141.2	146.4	148.6	148.6	148.6
Transport equipment	141.2	141.2	141.2	141.2	147.7	153.4	153.4	153.4	143.2	144.2	144.2	144.2
Other manufacturing(a)	144.8	144.8	144.8	144.8	138.3	138.3	138.3	138.3	148.2	149.8	149.8	149.9
Construction	141.5	143.4	143.4	143.4	137.8	138.8	138.8	138.8	139.0	140.4	140.4	140.5
Wholesale and retail trade	148.5	150.6	150.6	150.6	147.1	149.0	149.0	149.0	150.4	152.1	152.1	152.1
Wholesale trade	150.5	153.6	153.6	153.6	145.8	145.9	145.9	145.9	147.0	148.5	148.5	148.5
Retail trade	147.6	149.3	149.3	149.3	147.4	149.9	149.9	149.9	152.9	154.7	154.8	154.8
Transport and storage	139.2	140.1	140.1	140.1	140.3	142.1	142.1	142.1	139.5	140.1	140.1	140.1
Finance, property and business services	139.8	141.3	141.3	141.3	138.3	139.0	139.0	139.0	140.4	141.4	141.5	141.5
Community services	147.5	150.9	150.9	150.9	142.3	142.9	142.9	142.9	141.2	141.9	142.0	142.1
All industries(b)	142.8	145.4	145.4	145.4	141.0	142.3	142.3	142.3	142.5	143.6	143.7	143.7

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

## EXPLANATORY NOTES

### Introduction

This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award classifications. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average award rates of pay between States, industries, awards and occupations.

3. All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

4. The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

5. These series replace an earlier series which covered the period June 1976 to November 1987. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

### Scope and coverage

6. The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees were covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport

Authority of Victoria and some of its employees, have been included in the indexes.

7. Rates of pay applicable to approximately 16 per cent of full-time adult employees (as at June 1985) who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

### Collection of award information

8. Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. A number of secondary sources are also used including the Employers' Federation of N.S.W. and the Victorian Employers' Federation. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes. In recent times, the flow of variation advices from these sources has slowed to the extent that only small movements are reflected in the indexes.

### Design of the indexes

#### *Selection of the classifications*

9. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

10. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

11. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes.

#### *Compilation*

12. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

#### *Weighting*

13. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

14. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the indexes to account for the total employment coverage of all minor awards.

#### *Limitations of weighting*

15. The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

#### **Enterprise Bargaining**

16. Payments and conditions of employment specified under formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Awards included in the index are a large sample of the awards in existence in May 1985. Thus, the indexes exclude any awards coming into effect since that time, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

17. The above treatment of enterprise bargaining is also a limitation of the fixed weighting of the index as any new awards used in the index will assume the weights applied to the old award it replaces. Where any award in the sample includes some employees involved in the enterprise bargaining process, any increase in rates in that award approved by a Federal or State industrial tribunal will be applied according to the total employment recorded for that award in May 1985.

18. The \$8 "safety net" pay rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions will be reflected in the Award Rates of Pay Indexes for ALL employees covered by awards whose application for a wage rise is ratified by the appropriate State or Federal arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these awards will

be varied using the existing weights i.e. total employment levels as at May 1985.

#### **Revision of the indexes**

19. In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the classification included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

#### **Definitions**

20. The *award rates of pay* used in the compilation of the indexes :

##### *Include*

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- (ii) supplementary payments when they are specified within the award.

##### *Exclude*

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- (iii) payments negotiated under formalised enterprise bargaining awards and agreements that were established since October 1991. See paragraph 16 of the Explanatory Notes.

21. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

22. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

23. Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Bruce McClelland on (06) 252 6581. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

24. Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

#### Reliability of indexes

25. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

26. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

#### Comparability of results

27. For an explanation of the comparability of results between the Award Rates of Pay Indexes (ARPI) and Average Weekly Ordinary Time Earnings see the November 1993 issue of this publication.

#### Classification of industry and occupation

28. Industry is classified according to the *Australian Standard Industrial Classification (ASIC), 1983* (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO)* (1222.0).

#### Related publications

29. For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

30. Users may also be interested in the following publications:

*Information Paper: Award Rates of Pay Indexes* (6343.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and final publication *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — annual

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Weekly Earnings, Australia, 1941-1990* (6350.0)

*Award Coverage, Australia, May 1990* (6315.0)

*Industrial Disputes, Australia* (6321.0) — issued monthly

*Industrial Disputes, Australia* (6322.0) — discontinued

*Trade Union Statistics, Australia* (6323.0) — issued annually

*Labour Costs, Australia* (6348.0) — issued biennially

*Labour Statistics, Australia* (6101.0) — annual

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

Users interested in obtaining information about statistics previously available from discontinued publications should call ABS Client Services on:

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31. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications and the Publications Advice are available from any ABS office.

#### Unpublished statistics

32. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Bruce McClelland on (06) 252 6581, or to Information Services in the nearest ABS office.

#### Symbols and other usages

... not applicable

33. As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in Tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

#### Forthcoming issues

34. The following table shows the dates on which the *Award Rates of Pay Indexes, Australia* (6312.0) publication is expected to be released.

	Issue	Expected Release Date
1995	February	13 April 1995
	March	12 May 1995
	April	9 June 1995
	May	14 July 1995



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